



*This charter demonstrates the commitment of the management and employees of Courchesne Larose to integrating the principles of sustainable development into every aspect of the company's activities (from strategic decision-making processes to daily operations), in strict compliance with current laws and regulations.*

## OUR ECORESPONSIBLE VISION

Courchesne Larose and its affiliated companies continuously reinvent themselves by combining ecoresponsibility and innovation to contribute to the low-carbon transition and healthy food.

**Our conviction: Offering superior quality fruits and vegetables also means contributing to a healthier planet and society.**

**Courchesne Larose and its affiliated companies focus their efforts on reducing the footprint of their products and services as much as possible and on contributing to a regenerative agri-food industry by:**

- Implementing a responsible supply chain;
- Optimizing their operations, from their energy efficient facilities to their logistics chain, as well as food conservation and security;
- Valorizing their surplus food to eliminate waste;
- Their continued commitment to using ecoresponsible packaging;
- And their long-standing contribution to food security in the community.

**Our companies' internal practices reflect their business vision:**

- Jobs and skills evolve to keep pace with the modernization of practices;
- We continue to guarantee an open, participatory workplace conducive to career development.

## OUR PURPOSE

From the field to savouring the result. Do our utmost to offer our clients superior quality fresh produce so they can delight theirs with a varied and delicious offering. Because quality matters, always.

## OUR COMMITMENT

We have recognized our impact on the lifecycle of our activities and wish to pursue a process of continuously improving our social and environmental performance while ensuring the company's longevity and success.

To that end, we are committed to implementing initiatives aimed at:

- Measuring and improving our environmental footprint over the entire lifecycle of our activities;
- Improving the social and environmental benefits of our activities;
- Encouraging the participation of all our employees;
- Cooperating with our internal and external stakeholders.

We are also committed to maintaining an *Ecoresponsible Committee* and allocating the necessary resources to achieve the objectives of the *Ecoresponsible Strategic Plan*. Management will assess the plan's progress at least once yearly, make the required adjustments to facilitate its implementation and ensure its alignment with the company's business strategy.

## OUR VALUES

We uphold the values that enable us to create long-term relationships with our strategic partners, our employees, our clients and our main suppliers:

- Family spirit
- Healthy, harmonious work environment
- Respect for diversity and individuals
- Partnership approach

## OUR STRATEGIC ORIENTATIONS

Our actions will be inspired by the following strategic orientations, which will guide us in implementing our *Ecoresponsible Vision*:

- STRATEGIC ORIENTATION 1:** Establish a sustainable development culture in the participating companies.
- STRATEGIC ORIENTATION 2:** Reduce the environmental footprint of our products and services.
- STRATEGIC ORIENTATION 3:** Contribute to creating sustainable food systems while diversifying our business model.
- STRATEGIC ORIENTATION 4:** Guarantee an open, participatory workplace conducive to career development.

## SCOPE AND RESPONSIBILITY

This charter applies to all of the company's employees and subcontractors. Courchesne Larose also encourages its suppliers, clients and strategic partners to adopt ecoresponsible practices that incorporate the principles of sustainable development.

## AUTHORITY AND EFFECTIVE DATE

The adoption of this charter is effective January 6, 2021.

**Alain Routhier**

President